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REPORT OF COMMITTEE E ON QUALIFICATIONS FOR MEMBERSHIP

To the President and Members of the American Association of University Professors:

The Committee on Qualifications for Membership reports as follows:

In the April 1916 issue of the BULLETIN (Vol. II, No. 2) the President of the Association outlined the work of this Committee. All of the subjects there enumerated have been considered by the Committee, and our conclusions and recommendations are herein set forth.

1. How shall the words "University or college, or professional school of similar grade," in Art. II, Par. 1, of the Constitution, be interpreted?

It is the unanimous opinion of the Committee that a person worthy of membership will occasionally be found in an institution of questionable standing. In order that such a person may not be excluded, we recommend that the words quoted be held to include all educational institutions which require fourteen units for entrance.

2. Are non-teaching librarians and laboratory workers eligible to membership?

Art. II, Par. 1, of the Constitution, makes it clear that only persons engaged in teaching or research are eligible. It follows in the judgment of a decisive majority of the Committee, that a non-teaching librarian or laboratory worker is not eligible unless he is engaged in work that may fairly be called research. Of course, librarians and laboratory workers who are engaged in neither teaching nor research might be made eligible by constitutional amendment, but we do not recommend such an amendment.

3. Are scientists serving in government bureaus or in institutions independent of a university or college eligible?

Since the Constitution, in both Art. I and II, states that the Association is an organization of teachers and investigators "in universities and colleges and in professional schools," it is clear that service by scientific research in bureaus or institutions independent of a university, college or professional school, does not qualify for membership. It has been suggested, however, that it might be advisable to so amend the Constitution as to permit the election of scientists on the staffs of such institutions as the United States Coast and Geodetic Survey and the Rockefeller Foundation for Medical Research. There are at least two objections to such an amendment: 1st—Such scientists are not likely to be vitally interested in the problems and work of the Association. 2d—If the doors are opened to such scientists, it will be extremely difficult to decide just where to draw the line. A very large number of scientists and investigators are employed by state and municipal boards and bureaus and by industrial organizations, and if all of them were eligible the peculiar character of our Association as an organization of university teachers would be lost. The Committee, for the present at least, is almost unanimously opposed to the suggested amendment.

4. Are persons who give purely technical instruction, as in instrumental music or manual training, in a university, college or professional school, eligible?

Such persons are unquestionably teachers, and if they meet the additional requirement of "recognized scholarship or scientific productivity" they are, in the judgment of the Committee, clearly eligible.

5. In the application of Art. II, Par. 2, of the Constitution, how shall the words "principal occupation" be interpreted?

Although one or two other tests have been suggested, the Committee is almost unanimous in the approval of the following interpretation: To be eligible, a person must devote more than half of his working time to teaching or research.

6. Must a person have been *principally* engaged in teaching or research *for ten years* in order to be eligible?

In our judgment this question must be answered in the negative. The Constitution requires only that he shall have been engaged in teaching or research for ten years and that *at the time of his election to membership* his principal occupation is that of education or research. It follows that a person who for ten years devotes only a minor part of his time to teaching, but who then makes it his principal occupation, is eligible.

7. Shall the Constitutional clause requiring "recognized scholarship or scientific productivity" be interpreted as satisfied by the indorsement of worthiness implied in the recommendation of three colleagues, or as requiring specific proof of the applicant's attainments and a selective scrutiny thereof?

While believing in a reasonably liberal membership policy we are unwilling to recommend that the requirement of "recognized scholarship" be regarded as satisfied in every case by the indorsement of three colleagues. This would mean the practical abandonment of the requirement. On the other hand, we recognize the extreme difficulty, if not impracticability, of thoroughly investigating and fairly passing upon the scholarship of every applicant. We recommend, therefore, that for the present, ten years' service in any institution on the list of approved universities and colleges adopted by the Association of American Universities (119 institutions: see Journal of 15th Annual Conference of the Association), together with the recommendation of three colleagues, shall raise a presumption of recognized scholarship. This would leave comparatively few cases in which specific proof of the applicant's attainments would be required.

8. Should Art. IV of the Constitution, which now permits election of new members at the annual meeting only, be so amended as to permit election during the year?

It is customary in organizations of this kind to have a standing committee on membership whose sole duty is to pass upon the eligibility of applicants for admission. Such a

committee soon becomes familiar with the rules of the association and with the conditions governing various classes of cases, and is more likely to act consistently and fairly than is the organization as a whole. We believe that this Association should have such a committee, and in order to provide for its appointment and at the same time to insure to all members of the Association a reasonable opportunity to oppose the election of applicants, we hereby propose the following amendment to the Constitution:

Strike out all of Art. IV and substitute for it the following:

ARTICLE IV.—ELECTION OF MEMBERS

1. There shall be a Committee on Admissions, the number and mode of appointment of which shall be determined by the Council.

2. Nominations for membership may be made to the Secretary of the Association by any three members of the Association. If the nominee is a member of an institution in which there is a local chapter the nomination must have the approval of such chapter.

3. It shall be the duty of the Secretary to publish every nomination in the next following issue of the BULLETIN of the Association, and to transmit it to the Committee on Admissions.

4. All persons receiving the affirmative vote of two thirds of the members of the Committee on Admissions shall become members of the Association upon payment of the annual dues. No nomination shall be voted on, however, within sixty days after its publication in the BULLETIN.

9. Should the Constitution be so amended as to provide for a junior membership?

On this question the Committee is divided, although a majority appear to favor some sort of junior membership. We recommend that no action be taken at the present time, and that the matter receive the further consideration of the Committee.

10. The Committee has also failed to agree upon President Wigmore's proposal that the words "scientific produc-

tivity" should be stricken out of Art. II of the Constitution, and we make no recommendation on that point.

Respectfully submitted,

FLORENCE BASCOM,	E. C. FRANKLIN,
R. C. BROOKS,	C. M. GAYLEY,
MARY WHITON CALKINS,	A. R. HOHLFELD,
EDWARD CAPPS,	J. B. JOHNSTON,
A. P. CARMAN,	GUIDO H. MARX,
J. Q. DEALEY,	WALTER MILLER,
J. V. DENNEY,	FREDERIC C. WOODWARD,
	<i>Chairman.</i>

NOTE.—No member of the Committee has expressed an unwillingness to sign the report. Those whose names are not appended have not been heard from.

FREDERIC C. WOODWARD,
Chairman.

On the basis of the above report the President of the Association issues the following open letter:

To Members of the Association:

The Report of the Committee on Membership, published in this number of the BULLETIN, now makes it possible to proceed with some confidence to the nomination of new members for election to the Association. We may assume (for that purpose) that in substance the provisions of the Committee's Report will be adopted at the Annual Meeting. It is therefore desirable that *all proposals for new membership be taken in hand immediately*. The following method is suggested, pursuant to the rules proposed by the Committee:

Let each member in each institution propose the names of desired colleagues to the Chairman of the Chapter, where there is a Chairman. Let the Chairmen of the Chapters prepare nomination cards with the three endorsers and with the full data concerning the proposed members, and *mail these cards so as to reach the Secretary of the Association by November 10*. If the nomination cards are found to be in proper form, the names of the nominees can then be published in the November

BULLETIN. At Institutions where no Local Chapter exists, or where the Chapter consists of a group of institutions, there will, of course, be no necessity for submitting names to the Chairman of a Chapter. The Secretary of the Association should then be notified of the number of nomination cards wanted, and when these are filled out with the proper data they should be returned to the Secretary of the Association, not later than November 10.

I recommend earnestly that each member of the Association undertake to bring into the Association every colleague who would make a worthy member. Whether there are one thousand or five thousand more persons who are eligible and desirable members of this Association, the time for them to enter, if they are going to enter at all, is *now*. I, therefore, *urge that every member make it a duty to act upon this principle during the next thirty days.*

Yours very truly,

JOHN H. WIGMORE,
President.